

Exhibit D

Budgets & Staffing Plans

**IN THE UNITED STATES BANKRUPTCY COURT
FOR THE DISTRICT OF DELAWARE**

In re:	X
ZEN JV, LLC, <i>et al.</i> , ¹	: Chapter 11
	:
	: Case No. 25-11195 (JKS)
	:
Debtors.	: (Jointly Administered)
	:
	X

**BUDGET FOR LATHAM & WATKINS LLP,
COUNSEL TO THE DEBTORS, FOR THE PERIOD
FROM JUNE 24, 2025 THROUGH OCTOBER 14, 2025²**

Date Retention Approved: August 11, 2025, effective as of June 24, 2025

Date Budget Approved by Client: This budget reflects an aggregation of budgets there were provided to, and approved by, the Debtors and certain other estate professionals on a rolling basis throughout the Interim Period.

PROJECT CATEGORY	ESTIMATED HOURS	ESTIMATED FEES³
Asset Disposition/Asset Sales	2,250.00	\$2,958,750.00
Automatic Stay Issues/Motions for Relief From Stay	5.00	\$6,575.00
Business Operations/Strategic Planning	25.00	\$32,875.00
Case Administration (Docket, WIP & Calendar Updates)	50.00	\$65,750.00

¹ The Debtors in these cases, along with the last four digits of each debtor's federal tax identification number (to the extent applicable), are: Zen JV, LLC (0225); Monster Worldwide LLC (6555); FastWeb, LLC; Monster Government Solutions, LLC (5762); Camaro Acquisition, LLC; CareerBuilder, LLC (6495); CareerBuilder Government Solutions, LLC (6426); Luceo Solutions, LLC (4426); CareerBuilder France Holding, LLC (9339); and Military Advantage, LLC (9508). The Debtors' address is 200 N LaSalle Street #900, Chicago, IL 60601.

² This budget may be amended to reflect changed circumstances or unexpected developments. Any such amended budget will be provided to the Debtors.

³ The estimated fees for each project category were calculated by multiplying the estimated number of hours by \$1,315, which is the approximate average hourly rate for L&W attorneys expected to work on the matter during the budget period.

PROJECT CATEGORY	ESTIMATED HOURS	ESTIMATED FEES³
Claims Administration and Objections	5.00	\$6,575.00
Corporate Governance and Board Matters	50.00	\$65,750.00
Creditors Committee Matters	50.00	\$65,750.00
Employee Matters (including Benefits/Pensions)	75.00	\$98,625.00
Financing and Cash Collateral	300.00	\$394,500.00
General Case Strategy (WIP Calls, Team and Client Calls)	75.00	\$98,625.00
Hearings	100.00	\$131,500.00
Insurance	10.00	\$13,150.00
International / Foreign Matters	75.00	\$98,625.00
Leases and Contracts	15.00	\$19,725.00
Litigation Matters	50.00	\$65,750.00
Meetings and Communications with Creditors	20.00	\$26,300.00
Non-Working Travel Time ⁴	50.00	\$32,875.00
Plan and Disclosure Statement / Confirmation	200.00	\$263,000.00
Regulatory Matters	100.00	\$131,500.00
Reports and Schedules	15.00	\$19,725.00
Retention/Fee Matters (L&W)	75.00	\$98,625.00
Retention/Fee Matters/Objections (Others)	25.00	\$32,875.00
Tax Matters	30.00	\$39,450.00
U.S. Trustee Matters	15.00	\$19,725.00
TOTAL	3,665.00	\$4,820,000.00

⁴ The fees associated with non-working travel are reduced by 50%.

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	:
Debtors.	: Case No. 25-11195 (JKS)
	:
	: (Jointly Administered)
	:
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**STAFFING PLAN FOR LATHAM & WATKINS LLP,
COUNSEL TO THE DEBTORS, FOR THE PERIOD
FROM JUNE 24, 2025 THROUGH OCTOBER 14, 2025²**

Date Retention Approved: August 11, 2025, effective as of June 24, 2025

Date Staffing Plan Approved by Client:

This staffing plan reflects an aggregation of staffing plans there were provided to, and approved by, the Debtors and certain other estate professionals on a rolling basis throughout the Interim Period.

CATEGORY OF TIMEKEEPER	NUMBER OF TIMEKEEPERS EXPECTED TO WORK ON THE MATTER³	APPROXIMATE HOURLY RATE
Partners	7	\$2,210
Counsel	5	\$1,860
Associates	15	\$1,330
Professional Staff	1	\$723
Paralegals	2	\$590

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² This staffing plan may be amended to reflect changed circumstances or unexpected developments. Any such amended staffing plan will be provided to the Debtors.

³ These totals reflect the attorneys expected to bill at least 50 hours to these chapter 11 cases.